

ADDENDUM TO MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY  
OF LA HABRA AND THE FIELD/MAINTENANCE  
SERVICES EMPLOYEES' GROUP  
FOR THE PERIOD OF JULY 1, 2013 THROUGH JUNE 30, 2014

Pursuant to Resolution No. 1759 of the City of La Habra (hereinafter referred to as "City") and the Meyers-Milias-Brown Act, the duly authorized representatives of the Field/Maintenance Services Employees' Group, the La Habra Municipal Employees Association (LHMEA) have met and conferred in good faith with duly authorized appointees of the management representatives of the City; and it has mutually been agreed to submit and recommend to the City Council of the City of La Habra, the following modifications to the Memorandum of Understanding:

Section VI. Salary.

The City agrees to not furlough group members during the term of the contract July 1, 2013 through June 30, 2014.

The City agrees to continue merit based step increases for eligible staff who receive an overall performance rating of "Competent" or better.

The City will provide a one-time lump sum four (4%) percent pay adjustment to all non-probationary employees who are at "top step" by or before June 30, 2013. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .04

Effective with the first payroll period including July 1, 2013, the base salary of employees who were hired prior to July 1, 2010, shall be increased by two and a half percent (2.50%). The base salary of employees hired on or after July 1, 2010, shall not be increased. A revised salary schedule shall be prepared to reflect the increased salary range for each classification in the bargaining unit based on whether employees in the classification were hired before, or on or after, July 1, 2010.

Section VI. Insurance Contribution.

Effective July 1, 2013, City will increase its current insurance contribution by \$70 per month to a maximum of \$895 per month on a use or lose basis.

The City will provide enhanced Delta dental insurance plan coverage (subject to approval by all affected bargaining groups), effective January 1, 2014, with any resulting increase in premium costs to be paid from the

City's monthly insurance contribution, if available. Premium costs in excess of the City's contribution will be paid by the employee.

The City will provide vision plan coverage, effective January 1, 2014, on a voluntary basis with premium costs to be paid from the City's monthly insurance contribution, if available. Premium costs in excess of the City's insurance contribution will be paid by the employee.

Section VI. Vacation/Compensatory Time.

Effective July 1, 2013, the maximum number of vacation hours an employee in this unit may buy back in a fiscal year is 80, provided the employee uses an equal or greater number of vacation hours as time off during the same fiscal year.

The City and Employees Group agree to reduce the maximum compensatory time accrual cap from 240 hours to 120 hours.

Employees requesting time off will not be permitted to be Absent Without Pay (AWOP) if they have eligible vacation and/or compensatory leave available, unless there are extenuating circumstances which are presented in writing and approved, in advance, by the Department Director.

Section VIII. Retirement.

Effective with the first payroll period including July 1, 2013, employees who were hired before July 1, 2010 shall contribute three percent (3%) of their compensation to fund CalPERS pension costs. Employee contributions shall be made through payroll deductions. This provision shall have no effect on employees who were hired on or after July 1, 2010.


City will provide an early retirement incentive program for those electing to retire on or before December 31, 2013. The incentive shall consist of 24-months of continued medical insurance contributions from the date of retirement in an amount not to exceed the regular insurance contribution by the City for the bargaining unit.

The City will work with the group to establish Retiree Health Savings accounts for group employees based on plan parameters as determined by the employees and approved by the City and its plan provider.

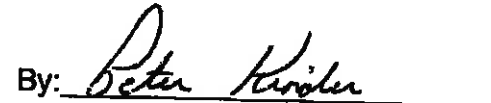
All remaining terms and conditions of the existing Memorandum of Understanding not specifically modified herein shall remain in full force and effect.

Dated this 6<sup>th</sup> day of June, 2013.

CITY OF LA HABRA

By:   
By: Robert Fueno  
By: \_\_\_\_\_

LA HABRA MUNICIPAL  
EMPLOYEES ASSOCIATION

By:   
By: Salvador Venegas Jr  
By: Sherry L. Main  
By: \_\_\_\_\_

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## EXHIBIT "A"

EFFECTIVE JUNE 29, 2013

		START	AFTER	MERIT	+ ONE	YEAR		
		RATE	6 MOS	-----IN PRIOR STEP-----				
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
ASSISTANT FLEET COORDINATOR	M-95	22.022	23.124	24.280	25.494	26.768	28.107	29.512
ASSISTANT FLEET COORDINATOR*	M-95/1	21.485	22.560	23.688	24.872	26.115	27.421	28.792
BLDG MAINTENANCE WORKER	M-60	17.469	18.343	19.260	20.223	21.234	22.296	23.410
BLDG MAINTENANCE WORKER*	M-60/1	17.043	17.895	18.790	19.730	20.716	21.752	22.839
CUSTODIAN	M-10	14.506	15.232	15.993	16.793	17.632	18.514	19.440
CUSTODIAN*	M-10/1	14.152	14.860	15.603	16.383	17.202	18.063	18.966
EQUIPMENT MECHANIC	M-80	19.064	20.017	21.018	22.069	23.172	24.331	25.548
EQUIPMENT MECHANIC*	M-80/1	18.599	19.529	20.505	21.531	22.607	23.738	24.925
MAINTENANCE CRAFTSWORKER	M-90	18.472	19.396	20.365	21.384	22.453	23.576	24.754
MAINTENANCE CRAFTSWORKER*	M-90/1	18.021	18.923	19.869	20.862	21.905	23.000	24.151
MAINTENANCE LABORER	M-20	14.194	14.904	15.649	16.431	17.253	18.116	19.021
MAINTENANCE LABORER*	M-20/1	13.848	14.540	15.267	16.031	16.832	17.674	18.557
MAINTENANCE LABORER-WATER/SEWER	M-20B	14.751	15.488	16.263	17.076	17.929	18.826	19.767
MAINTENANCE LABORER-WATER/SEWER*	M-20B/1	14.391	15.110	15.866	16.659	17.492	18.367	19.285
MECHANIC TRAINEE	M-20A	13.123	13.779	14.468	15.192	15.951	16.749	17.586
MECHANIC TRAINEE*	M-20A/1	12.803	13.443	14.115	14.821	15.562	16.340	17.157
METER READER	M-30	16.162	16.970	17.818	18.709	19.645	20.627	21.658
METER READER*	M-30/1	15.767	16.556	17.384	18.253	19.165	20.124	21.130
SENIOR EQUIPMENT MECHANIC	M-85	20.020	21.021	22.072	23.176	24.335	25.552	26.829
SENIOR EQUIPMENT MECHANIC*	M-85/1	19.532	20.509	21.534	22.611	23.741	24.928	26.175
SENIOR SERVICE WORKER	M-70	19.140	20.097	21.101	22.157	23.264	24.428	25.649
SENIOR SERVICE WORKER*	M-70/1	18.673	19.606	20.587	21.616	22.697	23.832	25.023
SENIOR SERVICE WORKER-WATER/SEWER	M-70A	19.890	20.885	21.929	23.025	24.177	25.386	26.655
SENIOR SERVICE WORKER-WATER/SEWER*	M-70A/1	19.405	20.375	21.394	22.464	23.587	24.766	26.005
SERVICE WORKERS	M-40	16.365	17.184	18.043	18.945	19.892	20.887	21.931
SERVICE WORKERS*	M-40/1	15.966	16.765	17.603	18.483	19.407	20.377	21.396
SERVICE WORKERS-WATER/SEWER	M-40A	17.007	17.858	18.750	19.688	20.672	21.706	22.791
SERVICE WORKERS-WATER/SEWER*	M-40A/1	16.592	17.422	18.293	19.208	20.168	21.177	22.235
SWEEPER OPERATOR	M-50	17.469	18.343	19.260	20.223	21.234	22.296	23.410
SWEEPER OPERATOR*	M-50/1	17.043	17.895	18.790	19.730	20.716	21.752	22.839
UNSKILLED LABORER	M-00	9.744	10.231	10.743	11.280	11.844	12.436	13.058
UNSKILLED LABORER*	M-00/1	9.506	9.981	10.481	11.005	11.555	12.133	12.739

\* Hired on or after 07/01/2010